



# DISABILITY AWARENESS 101 PROGRAM COMPLETION REPORT

APRIL 23 2014

*Sangai Hami organized a workshop on disability sensitization in Kathmandu. This workshop was funded by US Embassy, Kathmandu and was done in technical assistance of University of Massachusetts, Boston.*

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# PROGRAM IDENTIFYING INFORMATION

## Program identifying information

Project Title	Disability Awareness 101: How to include people with disabilities
Type of Project	Education training/ Awareness raising
Activity Date	April 23, 2014
Activity Location	Union House, Anamnagar, Kathmandu
Project Proponent/s	Sangai Hami (Together We)
Number of Beneficiaries	34 directly; many more- indirectly
Project Beneficiaries	Youth Activists
Location of Beneficiaries	Kathmandu, Nepal
Total Expenditures	\$750.11
Amount of Grants Received from US Embassy	\$611.48
Grant Number	S-NP400-14-GR-131

# INTRODUCTION

## Introduction

### PROBLEM STATEMENT

According to the governmental disability statistics in Nepal, the disability prevalence rate is 1.94% (National Census 2011) of the total population. This number shows that more than 500,000 people of Nepal have some kind of disability. But the disability communities of Nepal claim that this data itself is not efficient and robust to present the actual situation of PWDs in Nepal. They claim that around 15% of the country's population has some kind of disability.

Even though people with disability are a major chunk of total population in Nepal, they are not considered in the mainstream of the development. They have still been marginalized in the community. They don't have physical and programmatic access in the basic services and facilities. They have been facing difficulties even in fulfilling their basic necessities of the life. The public buildings, schools, governmental offices, private organizations are not disabled friendly. Different efforts have been carried out to improve situation of disability. Disability movements have been conducted to ensure and preserve the fundamental rights of PWDs. Many organizations have been working for the empowerment of PWDs. State has also formulated some policies and laws regarding disabilities. But still, the problem is severe.

### REASONS FOR EXISTING PROBLEM

We often think that the biggest factor in the exclusion of people with disability is the physical obstacle or environmental barrier like stairs, narrow doors, difficult pathways etc. It is true for any primary investigation. But if we analyze the problem down to its root, we will see that-attitudinal barriers or people's perception is the main cause of exclusion of all kinds. Our social structure, physical infrastructure and social trend has resulted the gap between person with and without disabilities. In our society there are two separate groups of people- those with and without disabilities. Due to this separation, these two groups never come in contact and interact with each other. As a result, non-disabled people never get chance to closely know about disability. Therefore they are not sensitive towards the problem and situation of disability. They are unaware about the multidimensional nature of disability. They mostly think disabled people are sad, ill-fated and needy. They feel awkward to interact with disabled people.

# INTRODUCTION

The disability movements and efforts which are being carried out, focus only on improving the condition of disabled people themselves. None of the movement and effort has targeted the people with disabilities to improve their attitudinal situation towards disabilities. Therefore in the present context, the main barrier behind the development in the disability sector is attitudinal barrier.

## **THE PROGRAM (ACTIVITY)**

To bridge the gap between persons with and without disabilities, a disability sensitization workshop was conducted. This workshop was also a tool to help to reduce the stigmas and altitudinal barriers that are present in our society.

In order to effectively recruit, interact and support people with disabilities, NGO leaders and business people needed training and technical assistance on the basics of disability inclusion. Thus, a workshop to sensitize youth activists/leaders of Nepal about disability issues was conducted. These recipients of this training were young people who will be leaders of NGOs, business entrepreneurs and/or other individuals who have been working prominently in their respective field. Their work area include but are not limited to environment issues, journalism, self-managed business, politics, gender issues, issues of minority community, street children's issues and water and sanitation sector. However, given their respective areas of work and expertise, these trainees had no or very limited knowledge about effectively including people with disabilities. So our workshop was objected to enhance their capacity to understand and apply the basics of disability inclusion.

Thus, this training/workshop was an important tool for the inclusion and overall development of disability sector.

# OBJECTIVES OF THE PROGRAM

## Objectives of the program

### OVERALL OBJECTIVES

The training/ workshop aimed to strengthen the capacity of participants to respond to the issues and necessities of the persons with disabilities through creating interactive session. The motive was to enhance the awareness level of the participants about the multidimensional aspect of the disability.

Another objective of the project was to provide guidelines on how the participants would develop new programs and/or add components to their ongoing programs to include people with disabilities.

### PLANNED OUTCOMES

1. Sharing and review of participants' experience with disability especially terms and aspects related to address the multitude of disabilities.
2. Capacitate the participants actively to include people with disabilities as their customers, consumers, employees and directors in all of their projects and programs.
3. Increase understanding about accommodations, inclusion, accessibility and other different disability etiquette.
4. Selection of interventions for people with disabilities in different groups and contexts.
5. Increased understanding of disabled friendly public infrastructures.
6. Discussion about the rules and laws about disability in Nepal.
7. Discussion about Universal design principals.

# PROGRAM IMPLEMENTATION

## Program implementation

### DESIGNING THE CURRICULUM OF THE TRAINING

The first step to the implementation of this program was to design the curriculum of the training/workshop. We had to make our curriculum in such a way that it would be able deliver a lot of information about people with disabilities. However, our curriculum also had to be simple because our targeted trainees were mostly outside from disability community. So, this was a challenging task.

But luckily, our lead trainer **Ms. Paula Sotnik** had a ready to use curriculum which she had prepared few years ago for her project- *National Service Inclusion Project*. This curriculum was already a successful tool for disability sensitization trainings and workshops in United States. Thus we decided to use the same curriculum for our training also. But we also agreed on some modification on the information based on Nepali context.

### CALL FOR APPLICATIONS

For this workshop, we wanted to include young people who really wanted to learn about including people with disabilities in the main stream. So we decided to call for application to participate in this training to reach out to many people. We used Facebook as a media to share the information about our workshop. We gave 7 days to fill out the form. At the end of the deadline, there were 98 people applying to take part in the training.

Due to our limited resources, we could only enroll 35 of them in our training. So there was an extensive reviewing process of the application we received. While choosing the participant, we gave priority to those who were in Kathmandu valley (because we couldn't afford transportation and lodging costs). Also we tried to include people from diverse sector. We had asked a question- why do you want to participate in our training? So the response to this question was the key point to choose the participant.

We were finally able to choose 35 participants for our training. Out of them, 1 participant couldn't participate due to her personal reasons. So the total participants for our training were 34.



# PROGRAM IMPLEMENTATION

## THE WORKSHOP

The workshop was organized on April 23, 2014 from 11 am to 4 pm at Union House, Anamnagar, Kathmandu. The lead trainer of this workshop was Ms. Paula Sotnik from Institute of Community Inclusion at University of Massachusetts. Mr. Sagar Prasai and other team members of Sangai Hami were also resource persons and conducted different sessions. Ms. Pratima Gurung, Lecturer of Padmya Kanya College was guest trainer and helped to elaborate the subject matter.

The workshop was conducted in a highly participative approach. The participants were allowed to brainstorm and come up with their argument in the related topics. There were also games in between which made the participants active during the workshop. The training itself used variety of methods including group discussions, group work, brainstorming, scenario simulations etc. Video presentations and PowerPoint slides were used in the sessions to enhance the conceptual learning of the participants and provoke meaningful discussions among them. The presentations of the group work and group discussions aimed to fine-tune the participant's facilitation and presentation skills.

Different activities were conducted in order to make the workshop interactive and lively. The game related to disability terms helped the participants to pick effective terms for different types of disabilities. The main activity of the workshop i.e. 'inclusion activity' was the group activity in which the participants were divided in teams and were to prepare the programs which had to incorporate the disabled people in an effective way. The teams came up with different plans and programs and addressed the disabled people well. Few documentaries were also shown which reflected the challenges faced by the disabled people in day to day life. They helped the participants to understand the overall problems faced due to the lack of unfriendly infrastructures.

## EVALUATION

At the end of the workshop, an evaluation was carried out on the effectiveness of the overall workshop. Every participant was given a questionnaire. They answered it anonymously. Later on, all of these responses were collected and was analyzed to find out the effectiveness of our program.

# IMPLEMENTING ORGANIZATION

## Implementing organization

### SANGAI HAMI (TOGETHER WE)



Board Members of Sangai HAMI with Ms. Paula Sotnik from University of Massachusetts

**Sangai HAMI** is a nonprofit organization established with the main motive of bringing persons with and without disability together in various developmental activities. It is a non-governmental organization legally registered with District Administration Office, Kathmandu and Social Welfare Council of Nepal Government. The name “Sangai HAMI” is composed of two Nepali words “sangai” and “hami” which means “together” and “we” respectively.

Sangai HAMI is governed by its founding board-members who have come together from various walks of life but share the same vision of an inclusive society for people of all abilities. Majority of our board members are persons with disability themselves. We also have some members who do not have a disability but have experience and expertise in understanding disability.

# IMPLEMENTING ORGANIZATION

Sangai Hami has very clear goal- working towards an inclusive society where everybody, be disabled or not, will have similar opportunities and challenges. Our vision is to create such an environment in our country where no one is deprived of education and/or employment opportunities solely based on their disability.

At present, there are hundreds of problems for persons with disability in Nepal. These ranges from having no representation and access to policies and program to as basic as lack of handicap-accessible public toilets. If we try to bridge between today and the day in far-future where we reach our goal of inclusion, we lack a very basic but important component- involvement of people without disabilities in disability issues. Sangai Hami will work towards this component by bringing persons with and without disabilities together in various developmental activities.

## **Members of the Board:**

1. Mr. Sagar Prasai, President -PWD
2. Mr. Sushil Adhikari, President -PWD
3. Mr. Dal B. Thapa, General Secretary
4. Ms. Suman Sitaula, Treasurer
5. Mr. Santosh Ghimire, Secretary
6. Ms. Sushila Dhakal, Member- PWD
7. Ms. Laxmi Khanal, Member
8. Ms. Amrita Gyawali, Member- PWD
9. Ms. Salina Shrestha, Member- PWD

\* PWD= Person with disability

# RESOURCE PERSONS

## Resource Persons

### MS. PAULA SOTNIK



Paula Sotnik has over twenty years of experience working as a director, curriculum developer, trainer, and diversity and disability specialist. She oversees the National Service Inclusion Project, the national training and technical assistance center on accessibility and disability issues funded by the Corporation for Community and National Service. She also coordinates the Community Capacity Building team, which houses federal and state projects designed to support diverse ethnic, cultural, and linguistic community organizations and individuals at ICI. Ms. Sotnik

has served as a lead training consultant and author on culture brokering for the Center for International Rehabilitation Research Information and Exchange at the University at Buffalo, SUNY. Prior to this project, she coordinated several capacity-building projects with grassroots community organizations and worked on projects examining the experiences of diverse cultures in employment for persons with HIV/AIDS, person centered planning, and the use of assistive technology. She was responsible for the person centered planning and cultural diversity components of the Supported Employment Systems Change Grant through the Massachusetts Rehabilitation Commission. She also developed and directed several federally funded assistive technology projects serving Latino, Southeast Asian, Haitian, Portuguese, Azorean, and Cape Verdean populations.

Ms. Sotnik has provided consultation to a variety of organizations including the Florida Assistive Technology Center, the Rehabilitation Engineering and Assistive Technology Society of North America, the University at Buffalo (SUNY), and the Rhode Island Technology Assistance Program on outreach and provision of services to people from diverse cultural backgrounds. She has conducted presentations and published on topics related to diversity and disability, responsive outreach strategies, and developing the capacity of faith- and community-based organizations.

## RESOURCE PERSONS

### MR. SAGAR PRASAI



Sagar Prasai is a young and enthusiastic disability rights promoter from Nepal. At the age of 27, he has already worked for more than 7 years in the disability sector by advocating and also providing direct services to people with disability of Nepal. 10 years ago after his high school, he passed an entrance test of a reputed IT college in Nepal but was denied admission because of his disability. Since then, he is an active advocate for ending discrimination on the basis of disability.

Sagar has worked for 7 years in a NGO called National Rehabilitation Society for the Disabled (NRSD). There he taught computer to the people with physical disability and people who are blinds. He was also the initiator and supervisor of an innovative program at NRSD called- Audio Books for the visually impaired people. With only help of college volunteers, this zero budget program produced more than 200 audio books in a year. While working in NRSD, he has successfully organized different events for the disability sensitivity in Kathmandu. Some of these are- rallies demanding the accessible infrastructure, presentation and lecture at different universities etc.

Sagar is an active social media campaigner. He uses Facebook as a tool to make change in society. He has a network of 3500+ friends in Facebook and Twitter. He writes posts, shares images and positive news on disability on his social media every day to inspire people and aware them about disability issues

### MS. PRATIMA GURUNG



Ms. Gurung holds her MPhil degree in English and teaches Master's and Bachelor degree courses under the English Subject Committee at Padma Kanya College. In addition to teaching, she is also actively involved in doing academic research and has done research on several issues. Her research interests include gender, ethnic, and disability issues. Currently, she has received SIRD Award and has carried her study on Disabled Women and discrimination in the context of Nepal.

# RESOURCE PERSONS

## MS. SUSHILA DHAKAL



Ms. Sushila Dhakal is board member of Sangai Hama. She is a person with disability. She was born without both hands. But despite of her physical challenges, Ms. Dhakal is an extra-talented person. She does all of her basic tasks with her feet. She writes, eats, carries things etc. using her feet. She holds a Master's degree in sociology from Tribhuvan University. Currently, she is working as Tax Assistant at Department of Inland Revenue of Nepal Government.

In the training, Sushila shared how she does her works in office and what special accommodations she needs.

## MR. SUSHIL ADHIKARI



Mr. Sushil Adhikari is vice-president of Sangai Hama. He is a visually impaired person. He is a Master's level student in Tribhuvan University.

Sushil is a computer programmer. He is also involved in teaching computers to other visually impaired persons. Sushil has a lot of knowledge in web accessibility and accessible technologies for persons with disabilities. He

shared the information about accessible technologies for persons with disabilities in our workshop.

# BUDGET UTILIZATION

## **Budget utilization**

US Embassy, Kathmandu was the main donor of this program. We received total of \$611.48 as grant from the Embassy to conduct this program/activity.

The budget was used for the venue with lunch for the participants, printing and copying the training materials, fee for the resource persons, stationeries, transportations for the people using wheelchairs, communications and other program related expenses.

The entire grant received for this program i.e, \$611.48 was spent.



# EVALUATION OF THE PROGRAM

## Evaluation of the program

For the evaluation of this program we did a survey at the end of the program. This survey was based on few questions we had developed which basically asked the participants about the overall program. Every participants was given a survey form to fill up and they could do that anonymously.

### QUESTIONNAIRE

Following questions were used to evaluate the program

**Please rate the following statement from 1 to 5. 1 being poor and 5 being excellent**

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1. The subject matter was presented effectively                              | 1 | 2 | 3 | 4 | 5 |
| 2. The trainer was knowledgeable   | 1 | 2 | 3 | 4 | 5 |
| 3. The trainer responded to questions  | 1 | 2 | 3 | 4 | 5 |
| 4. There were enough opportunities for discussion                            | 1 | 2 | 3 | 4 | 5 |
| 5. The written materials are useful  | 1 | 2 | 3 | 4 | 5 |
| 6. The session met its stated objectives                                     | 1 | 2 | 3 | 4 | 5 |
| 7. As a result of this training I gained new knowledge applicable to my work | 1 | 2 | 3 | 4 | 5 |
| 8. I plan to apply what I learned at this session                            | 1 | 2 | 3 | 4 | 5 |
| 9. All requested accommodations/needs were met                               | 1 | 2 | 3 | 4 | 5 |

**Please provide your answer to the following questions.**

10. Briefly describe specific knowledge and skills you gained from this session
11. How will you use the knowledge and skills you acquired?



# EVALUATION OF THE PROGRAM

## RESPONSE COLLECTION/ANALYSIS

The response of each participant was collected at the end of the program. Then it was analyzed using computer software like Microsoft Excel (for quantitative analysis) and QDA Miner 4 (for qualitative analysis).

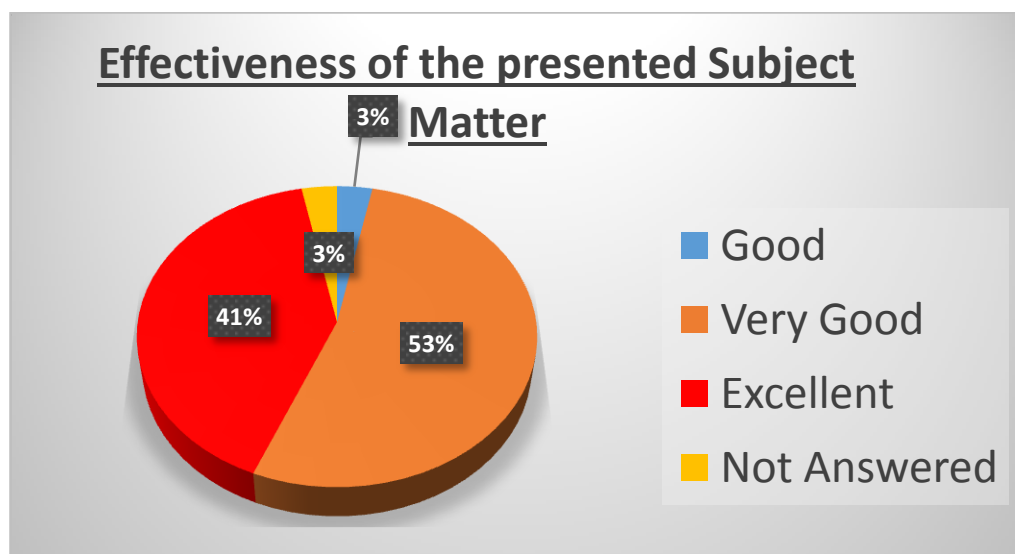
## RESULT OF EVALUATION

Following are the result of evaluation

### 1. The subject matter was presented effectively:

#### THE SUBJECT MATTER WAS PRESENTED EFFECTIVELY

Responses	No of Participants	Percentage
Poor	0	0%
Fair	0	0%
Good	1	3%
Very Good	17	53%
Excellent	13	41%
Not Answered	1	3%
Total	32	100.00%

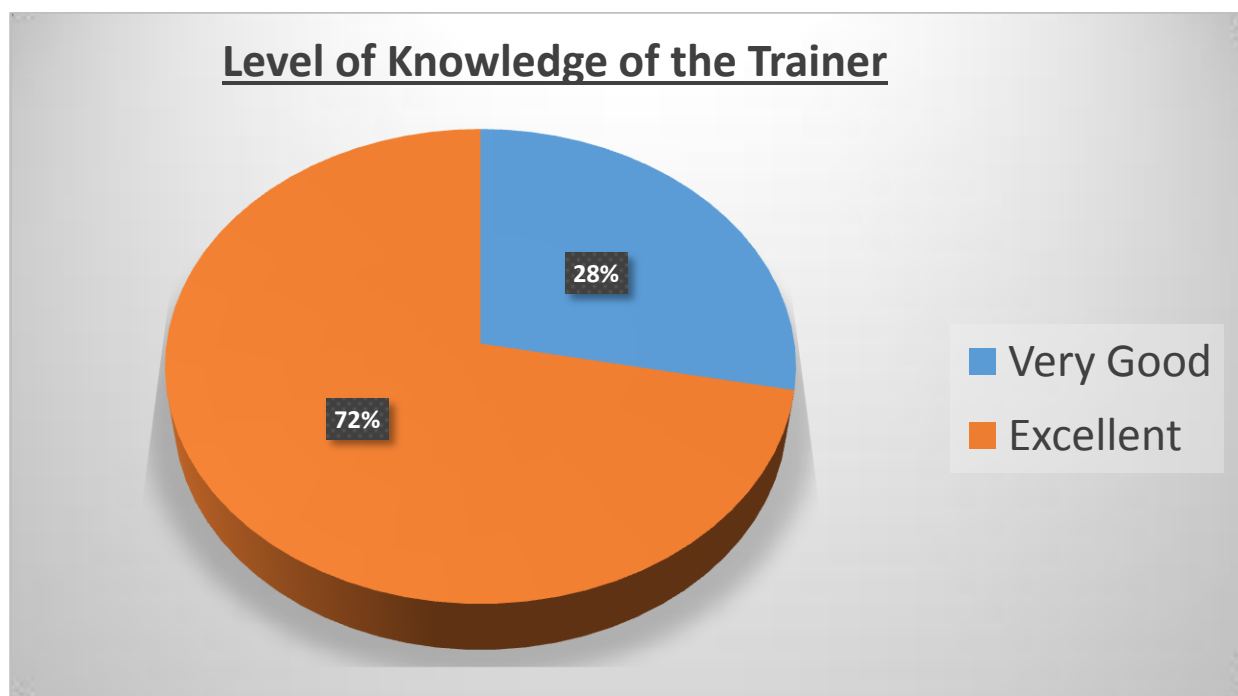


# EVALUATION OF THE PROGRAM

## 2. The trainer was knowledgeable

### TRAINER WAS KNOWLEDGEABLE

Responses	No of Participants	Percentage
Poor	0	0%
Fair	0	0%
Good	0	0%
Very Good	9	28%
Excellent	23	72%
Not Answered	0	0%
Total	32	100.00%



## EVALUATION OF THE PROGRAM

### 3. The trainer responded to the questions

#### THE TRAINER RESPONDED TO QUESTION

Responses	No of Participants	Percentage
Poor	0	0%
Fair	0	0%
Good	2	6%
Very Good	9	28%
Excellent	21	66%
Not Answered	0	0%
Total	32	100.00%

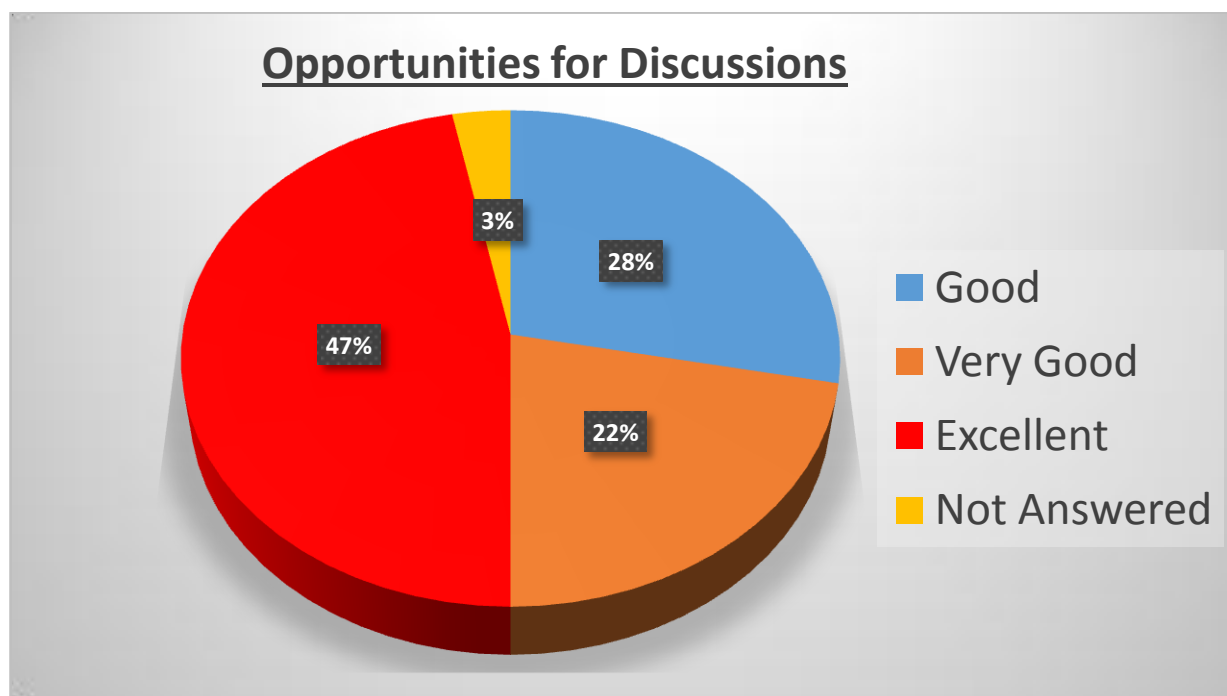


## EVALUATION OF THE PROGRAM

### 4. There were enough opportunities for discussion

#### THERE WERE ENOUGH OPPORTUNITIES FOR DISCUSSION

Responses	No of Participants	Percentage
Poor	0	0%
Fair	0	0%
Good	9	28%
Very Good	7	22%
Excellent	15	47%
Not Answered	1	3%
Total	32	100%

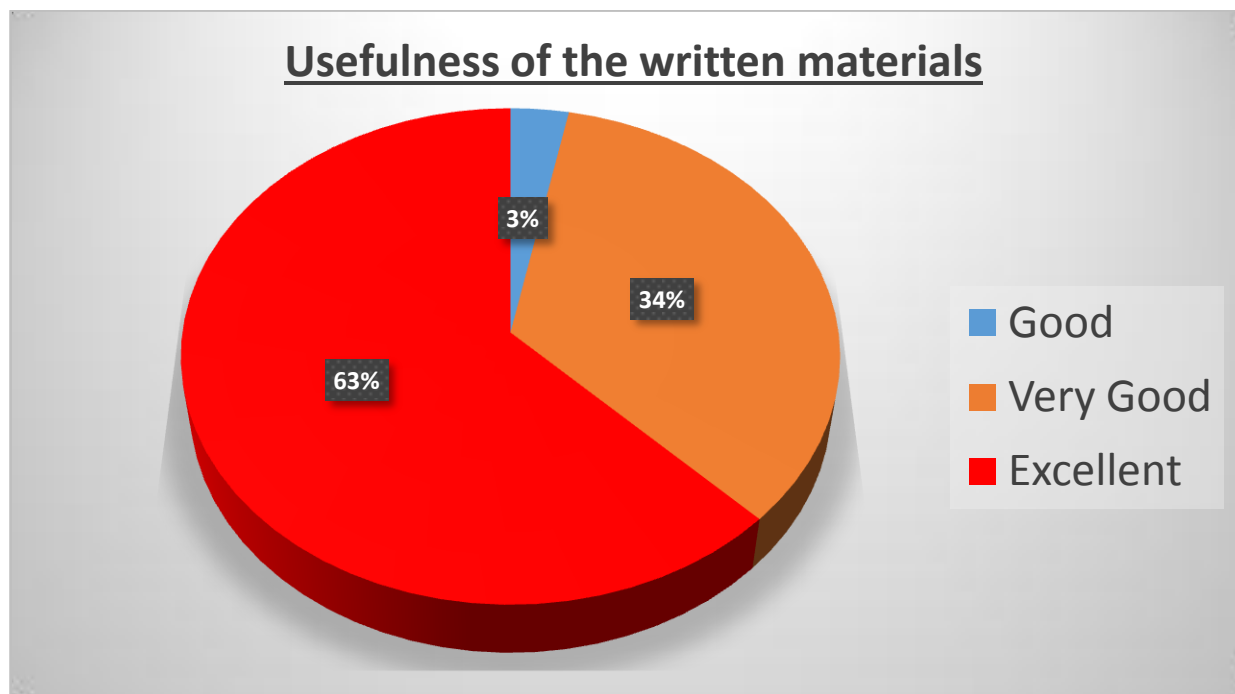


## EVALUATION OF THE PROGRAM

### 5. The written materials are useful

#### THE WRITTEN MATERIALS ARE USEFUL

Responses	No of Participants	Percentage
Poor	0	0%
Fair	0	0%
Good	1	3%
Very Good	11	34%
Excellent	20	63%
Not Answered	0	0%
Total	32	100%

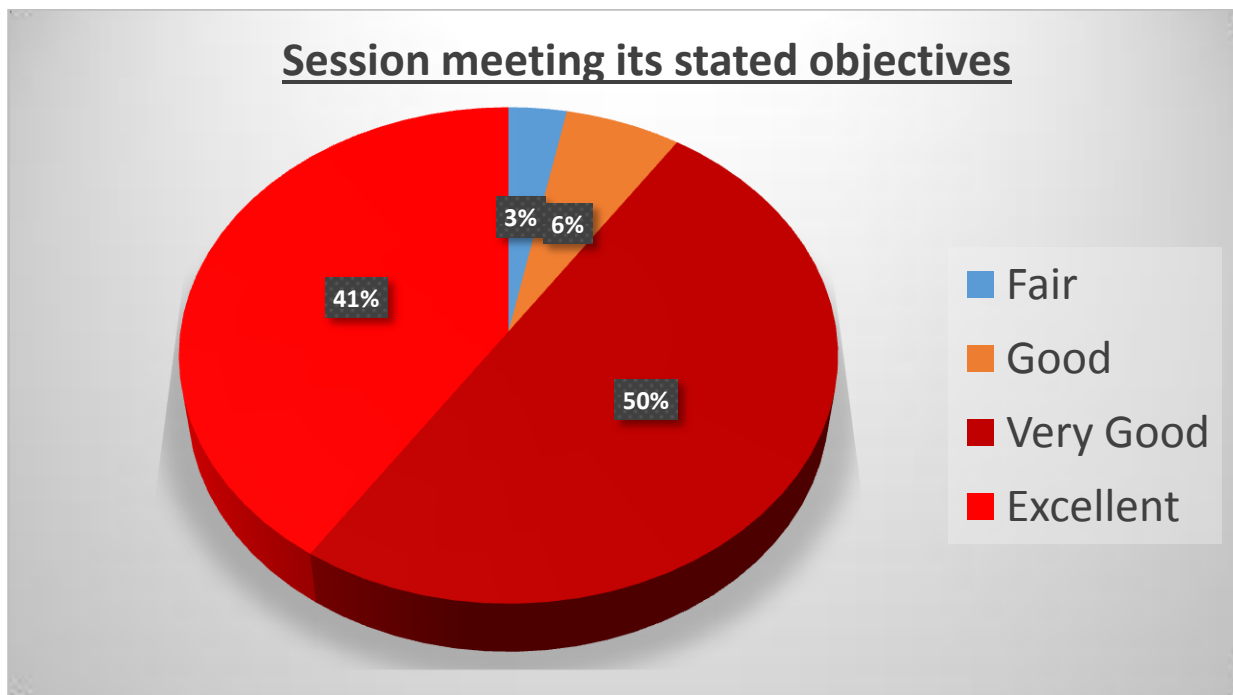


## EVALUATION OF THE PROGRAM

### 6. The session met its stated objectives

#### THE SESSION MET ITS STATED OBJECTIVES

Responses	No of Participants	Percentage
Poor	0	0%
Fair	1	3%
Good	2	6%
Very Good	16	50%
Excellent	13	41%
Not Answered	0	0%
Total	32	100%

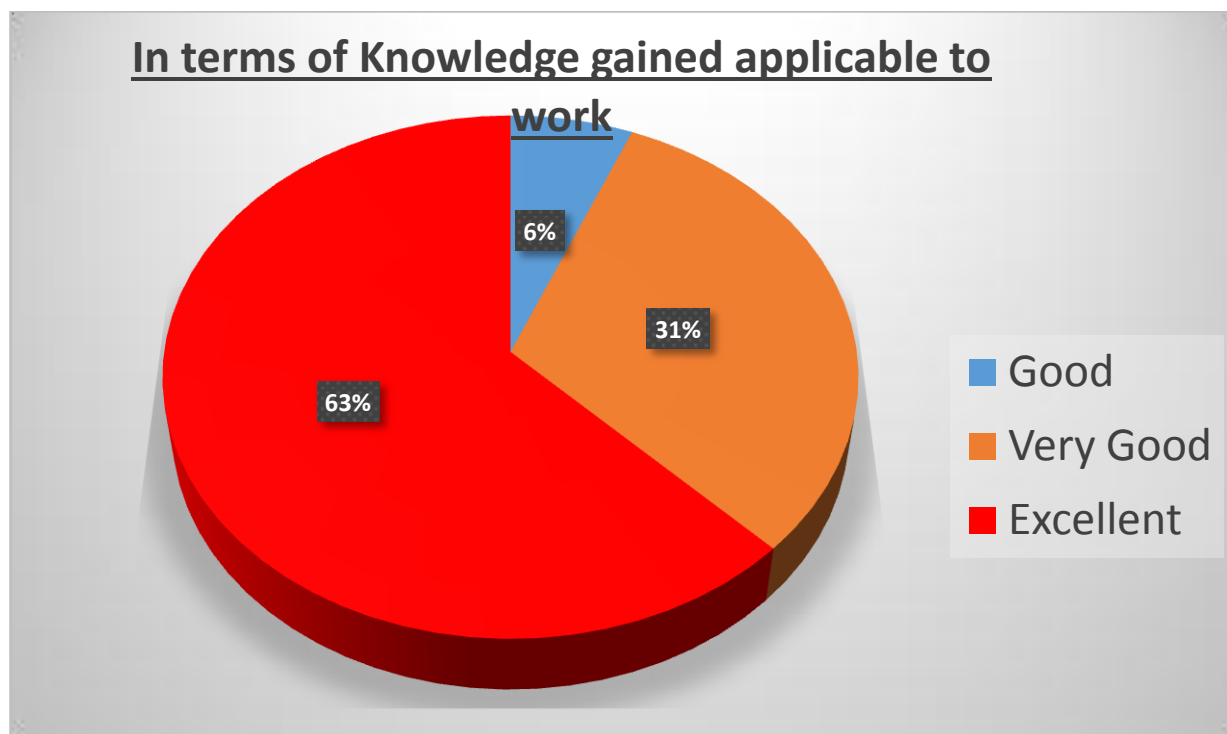


## EVALUATION OF THE PROGRAM

### 7. As a result of this training I gained new knowledge applicable to my work

#### AS A RESULT OF THIS TRAINING I GAINED NEW KNOWLEDGE APPLICABLE TO MY WORK

Responses	No of Participants	Percentage
Poor	0	0%
Fair	0	0%
Good	2	6%
Very Good	10	31%
Excellent	20	63%
Not Answered	0	0%
Total	32	100%

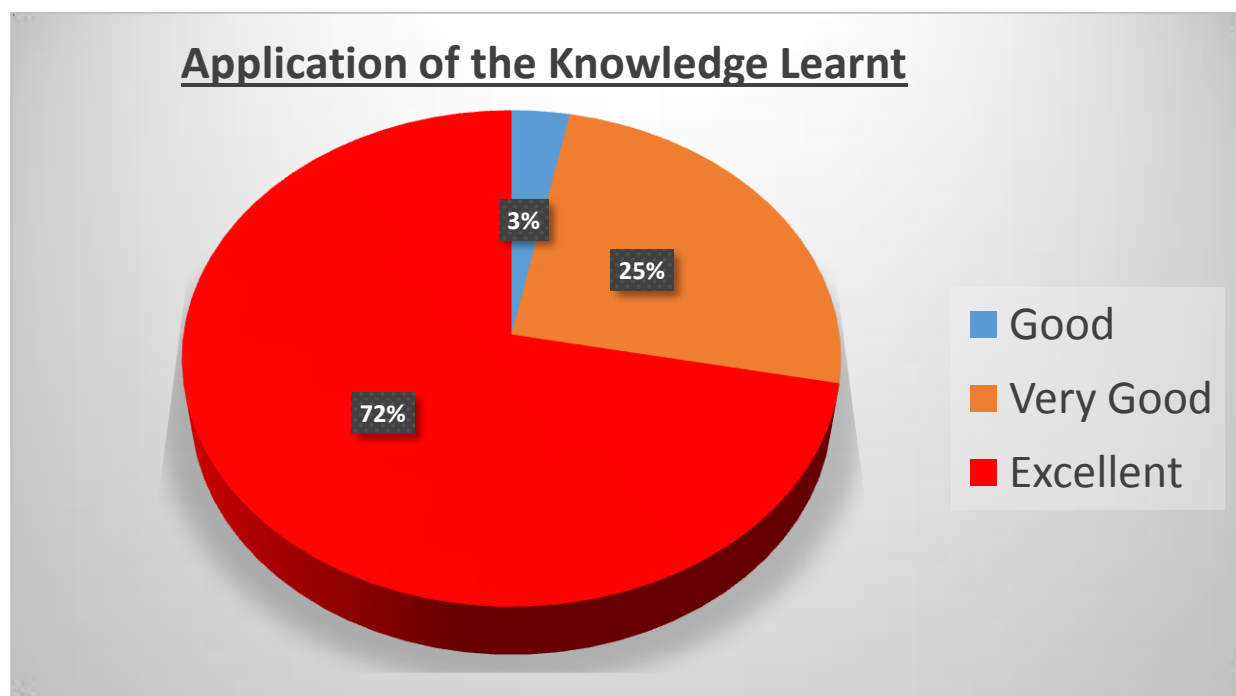


## EVALUATION OF THE PROGRAM

8. I plan to apply what I learned at this session

### I PLAN TO APPLY WHAT I LEARNED AT THIS SESSION

Responses	No of Participants	Percentage
Poor	0	0%
Fair	0	0%
Good	1	3%
Very Good	8	25%
Excellent	23	72%
Not Answered	0	0%
Total	32	100%



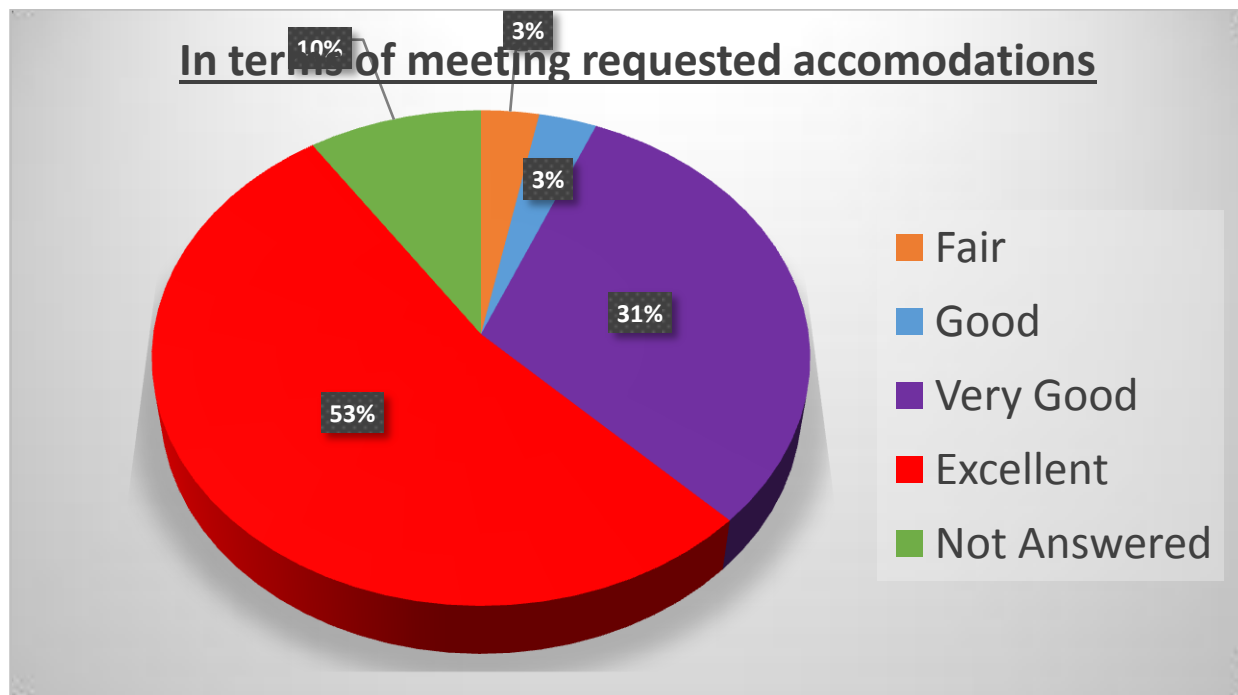


## EVALUATION OF THE PROGRAM

### 9. All requested accommodations/needs were met

#### ALL REQUESTED ACCOMODATIONS/NEEDS WERE MET

Responses	No of Participants	Percentage
Poor	0	0%
Fair	1	3%
Good	1	3%
Very Good	10	31%
Excellent	17	53%
Not Answered	3	9%
Total	32	100%



**Note:** This might be confusing to respondents as evidenced by some of the qualitative comments which requested lodging, transportation assistance. In the future, this question will specifically ask about disability related accommodations and provide examples.

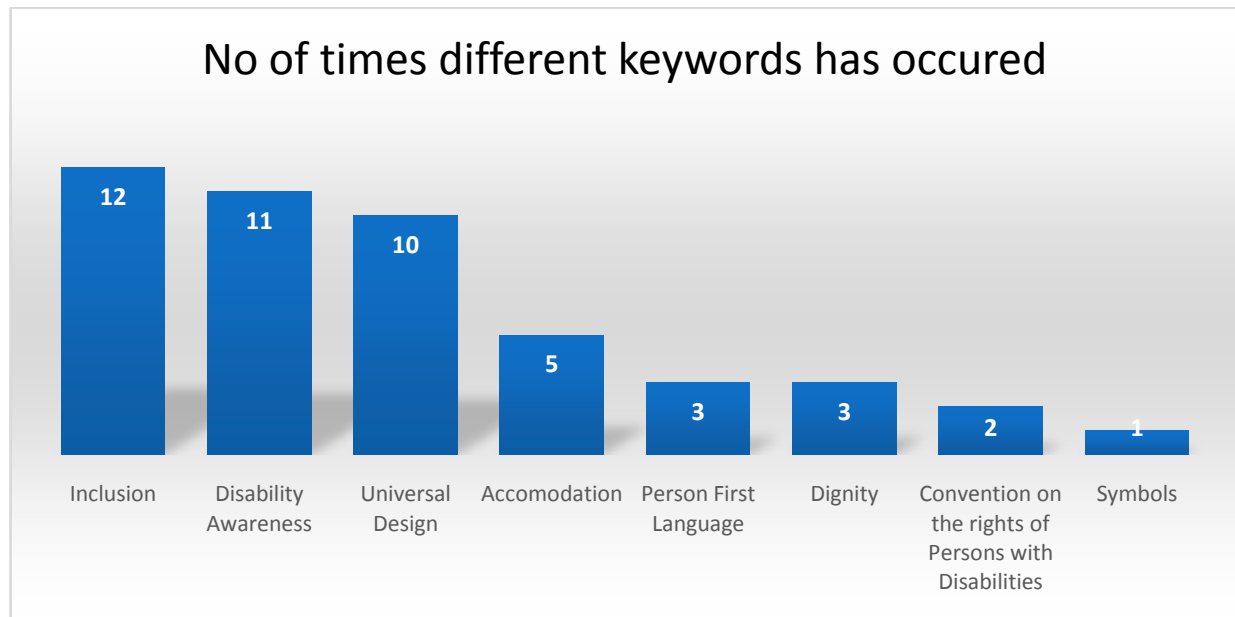
# EVALUATION OF THE PROGRAM

## 10. Briefly describe specific knowledge and skills you gained from this session.

Since this was not a quantitative data analysis, we scan all the answers with qualitative data analysis software and found the following keywords that were used frequently.

### DIFFERENT KEYWORDS FOUND IN THE ANSWERS AND THEIR OCCURRENCE

Code	Description	Count	% Codes	Cases	% Cases
IN	Inclusion	12	25.50%	12	41.40%
AW	Disability Awareness	11	23.40%	11	37.90%
UD	Universal Design	10	21.30%	10	34.50%
ACC	Accommodation	5	10.60%	5	17.20%
PF	Person First Language	3	6.40%	3	10.30%
DG	Dignity	3	6.40%	3	10.30%
CRPD	Convention on the rights of Persons with Disabilities	2	4.30%	2	6.90%
SM	Symbols	1	2.10%	1	3.40%



## EVALUATION OF THE PROGRAM

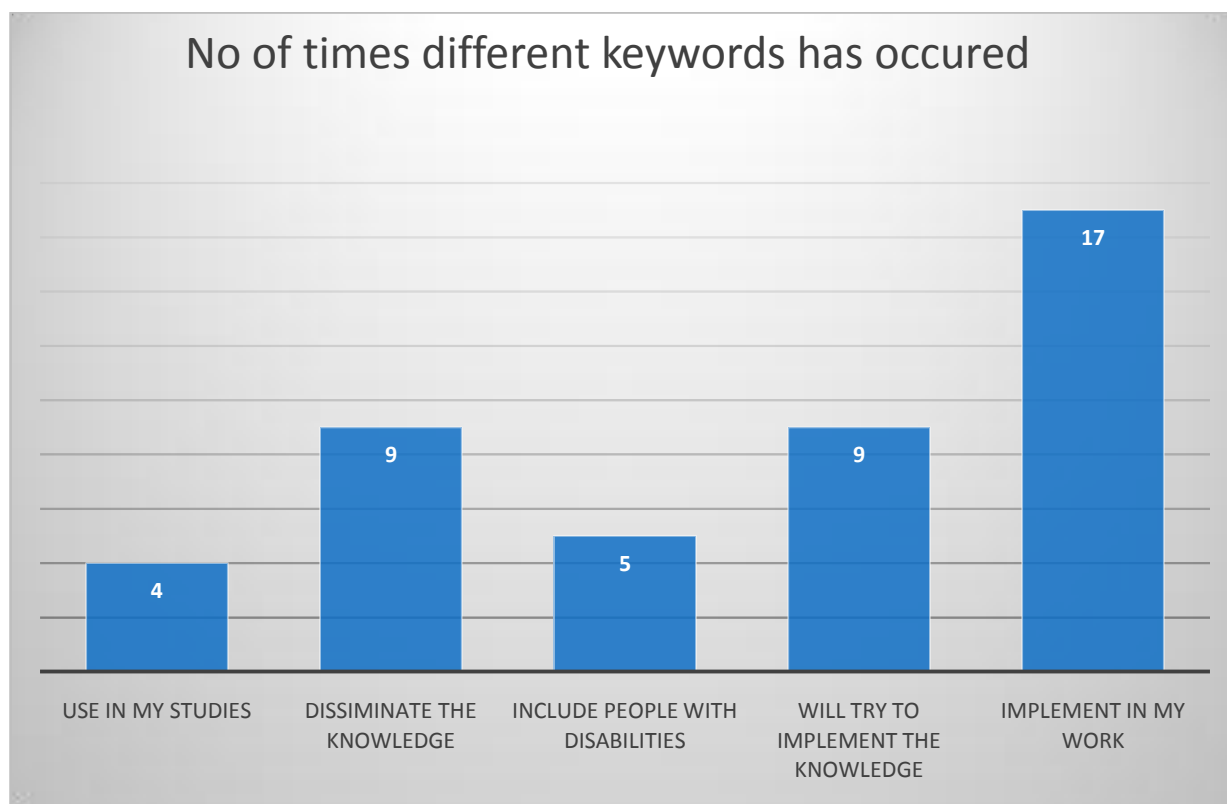
### 11. How will you use the knowledge and skills you acquired?

Since this was not a quantitative data analysis, we scan all the answers with qualitative data analysis software and found the following keywords that were used frequently

The following table shows the number of occurrence of the above keywords

**DIFFERENT KEYWORDS FOUND IN THE ANSWERS AND THEIR OCCURRENCE**

Code	Description	Count	% Codes	Cases	% Cases
ST	Use in my studies	4	13.4%	4	10.30%
KD	Disseminate the Knowledge	9	20.50%	9	31.00%
ID	Include people with disabilities	5	11.40%	5	17.20%
IM	Will try to Implement the knowledge gained	9	20.50%	9	31.00%
WI	Implement in my work	17	38.60%	17	58.60%



# MAJOR PROBLEMS ENCOUNTERED

## Major problems encountered

1. The major problem encountered was the selection of the participants. The number of the seats for this workshop was limited to the certain number. But above ninety applications were collected from equally deserving participants. So it was hard to select the mostly deserving participants. We solved the problem by selecting the participants on the basis of their involvement and activism in different social sectors. Furthermore we sent mail to other non-selected participants ensuring that we will select them in the similar disability awareness program which will be organized by our organization in near future.
2. Another problem was the workshop venue. We had to find an accessible venue for the workshop but it is very hard to find an accessible venue in Kathmandu. Lastly we found an area which was somehow accessible but the area was very small. So it was very difficult for us to conduct activities among the participants. We somehow solved this problem by sending the participants outside the workshop room for activities session.
3. One more challenge was the time frame. There was a lot of content to deliver but we had limited time. So because of time constraint we had to make activity lot shorter than what we planned for. There was a bit of disappointment among the participant because of this.

## OTHER INSIGHTS/RECOMMENDATION

### Other insights/recommendation

#### RECOMMENDATION

The workshop was conducted with a great zeal and produced a highly satisfactory result which could capacitate the participants to understand about the disability issue in a short span of time. Some of the recommendations are given below in order to strengthen the similar programs in the future.

1. Due to the overwhelming response to the workshop application, 98 participants were unable to attend the workshop so few more sessions are to be organized in order to enhance their understanding of disability issue.
2. Disabled friendly and spacious venue will be more effective so that there is an uninterrupted mobility of disabled participants.
3. The number of different disabled participants of different types must be increased so that it will be more inclusive and people will understand about the diversity of disability.
4. This type of program should be done in bigger space from next time which will allow more room for the participant's movement while doing group activities.

#### CONCLUSION

'Disability Awareness 101: How to include people with disabilities' workshop was hence concluded with a great success as it created awareness and knowledge among the participants. The participants pledged to imply their knowledge in their life and further disseminate their understanding with their family and peers. The basics about disability capacitated the participants to deal effectively with the disabled people in their workplaces, business houses, public places etc. The feedback from the participants reflected that the workshop was really helpful for them in understanding of the issues in disability.

# ANNEX I: CALL FOR APPLICATION

## Annex I: Call for application

Are you a human rights promoter, NGO leader, social activist, community development worker, business entrepreneur or university student ?

Do you want to expand your knowledge on disability inclusion and be more inclusive in your work?

Then this training cum workshop might be for you!

**APPLY NOW**



### Disability Awareness 101 How to Include People with Disabilities

A day long training cum workshop

April 23, 2014  
Kathmandu, Nepal

Sangai Hami, a newly registered non-profit, is conducting a one-day workshop, "How to Include People with Disabilities: Disability Awareness 101". During this training you will learn about disability and gain knowledge on communication, access, accommodations. Participants will develop their capacity to effectively include people with disabilities, as customers, employers, directors and consumers, in all aspects of projects and services.

This training will be organized in association with US Embassy Kathmandu, School for Global Inclusion and Social Development and Institute for Community Inclusion at University of Massachusetts, Boston.

Login to [www.sangaihami.org](http://www.sangaihami.org) and fill up a short form to apply. Alternatively you can send your cv and a short cover letter on your motivation for applying to [mail@sangaihami.org](mailto:mail@sangaihami.org)

**Deadline to apply: April 13, 2014**

Organized by:



Supported by:



Technical Assistance:



## ANNEX II: APPLICATION FORM

### **Annex II: Application form**

Name of the Applicant:

Email:

Gender:

Affiliated Institution/Organization (Education or Work):

What is your profession?

Why do you want to participate in this training?

Do you know any persons with disability?

Mobile Number:

Do you need any special assistance to take part in this training?

Any other information you think is relevant:

## ANNEX III: PARTICIPANT'S LIST

### Annex III: Participant's list

S.N.	NAME	AFILIATION	GENDER
1	Amir Joshi	Communication Officer - Nepal ka Yuwa	Male
2	Balmukunda Humagain	Student/ Researcher, Department of Conflict, Peace and Development Studies, Tribhuvan University	Male
3	Barsha Paudel	Researcher	Female
4	Bibek Gautam	Asst. Manager, Human Resources, QFX Cinemas	Male
5	Bijaya Gurung	Student, Central Department of Sociology, TU	Female
6	Birendra Raj Karki	Student, Nepal Law Campus	Male
7	Damodar Pd. Dhital	Researcher, Clean Enegy Nepal	Male
8	Dwaipayan Regmi	BBA Graduate, Activist, YUWA	Male
9	Kanchan Dikshit	Cordinator, SHRUTI (National Association of the Hard of Hearing and Deafened Nepal)	Female
10	Khusboo Gupta	Researcher, Initiative Nepal	Female
11	Kripa Sigdel	BSW Student/ Intern Program Coordinator, Golden gate College	Female
12	Namrata Ojha	Nursing Officer, Shahid Gangalal National Heart Center	Female
13	Purushottam Adhikari	Medical Officer, Gandaki Medical College	Male
14	Rajan Poudel	Student, Xavier International College	Male
15	Ramesh Paudyal	Development Worker, Unica Foundation	Male
16	Ranju Neupane (Ranju Darshana)	Founder Member, Bibekshil Nepali Political Organization	Female
17	Roshana Dolmo Lama	Student, BA LLB 3rd Year	Female
18	Roshani Shrestha Khaitu	Nursing Officer, Bhaktapur Hospital	Female



## ANNEX III: PARTICIPANT'S LIST

<b>19</b>	Sabik Neupane	Student, St. Xavier College	Male
<b>20</b>	Sadhana Kunwar	Student, National College, Center for development Studies	Female
<b>21</b>	Saleena Shahi	Master's in Public Health, BP Koirala Institute of Health Sciences	Female
<b>22</b>	Sambriddhi Shrestha	Transportation Engineer, Institute of Engineering	Female
<b>23</b>	Samrat Kandel	Student- BSC Microbiology, St. Xavier College, Kathmandu	Male
<b>24</b>	Santosh Dahal	Student, Tribhuvan University	Male
<b>25</b>	Sapna Khadka	Ticketing and Reservation Officer, Sealinks Travels and Tours	Female
<b>26</b>	Sarad Aryal	Student, Shanker Dev Campus	Male
<b>27</b>	Shankar Shrestha	Bachelors in Dental Surgery, Kantipur Dental College and Teaching Hospital	Male
<b>28</b>	Shova Dangol	Medical Doctor, Bandipur Hospital Tanahu	Female
<b>29</b>	Siddhant Paudyal	Consultant, Three H Management	Male
<b>30</b>	Soviya Bhandari	Architect Student, Nepal Engineering College	Female
<b>31</b>	Suman Paneru	Architect, Institute of Engineering	Male
<b>32</b>	Sunita Basnet	Management Support, Home Loan Experts	Female
<b>33</b>	Suresh Bhandari	Program Officer, F-Skills Pvt. Limited	Male
<b>34</b>	Swechchha Gadtaula	Lecturer, Trinity International College	Female

# ANNEX IV: MEDIA COVERAGE

## Annex IV: Media coverage

### 1. Setopati.com (Nepali online news site)

Link to the news: <http://setopati.com/samaj/10624/>

Saturday, May 17, 2014 | शनिबार, जेठ ३, २०७१ | १६:४८:५६

# समाज

सेतोपाटी

ENGLISH EDITION

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गृहपृष्ठ राजनीति समाज बजार कला खेल विशेष बिचार ब्लग साहित्यपाटी

पछिल्ला समाचार नै पछि: उपराष्ट्रपति डोरीमै झुण्डिएको जीवन सिक्किममा चाम्लिङ पाँचौँ पटक विजयी, लोकसभामा पनि चाम्लिङकै पार्टी गाली ग

## अपाङ्गता भएका व्यक्तिबारे सचेतना

काठमाडौं, वैशाख ११ (सेतोपाटी)

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अपाङ्गता भएका व्यक्तिहरूलाई आफ्ना कार्यक्रमहरूमा कसरी सहभागी गराउन सकिन्छ भन्नेबारे डाक्टर, इन्जिनियर, आर्किटेक्ट, सामाजिक अभियानकर्ता, व्यापारिक केन्द्रका कर्मचारी, शिक्षक तथा विद्यार्थी सहभागी भएको प्रशिक्षण कार्यक्रम सम्पन्न भएको छ। "सँगै हामी" नामक संस्थाले आयोजना गरेको कार्यक्रम अमेरिकी दूतावासको आर्थिक सहयोग र मासायुसेट्स विश्वविद्यालयको प्राविधिक सहयोगमा भएको हो। कार्यक्रममा ३४

जना प्रशिक्षार्थी सहभागी थिए।

मासायुसेट्स विश्वविद्यालयबाट आएका पाउला सोटनिक र 'सँगै हामी'का अध्यक्ष सागर प्रसाईंले अपाङ्गता भएका मान्छे को हुन्, उनीहरूको विषयमा अन्तर्राष्ट्रिय कानून कस्ता छन्, अपाङ्गतामैत्री संरचना र कार्यक्रम भनेका कस्ता हुन् र उनीहरूलाई आफ्नो कार्यालय वा कार्यक्रमहरूमा सहभागी गराउन केके ध्यान दिनु जरुरी छ भन्ने विषयमा प्रशिक्षार्थीहरूलाई जानकारी गराएका थिए।

थप समाचार

डोरीमै झुण्डिएको जीवन

केहि दिनअघि रुपन्देहीको देवदहमा सर्कस देखाउँदै गर्दा भेटिएको उनी गुरुको अनुमति बिना बोल्न पनि चाहिनन्। अतिनै अनुरोध गरेपछि उनले भनीन्, 'बादलका लागि जस्तो सुँके जोखिम पनि उठाउनु पर्दो रहेछ अबत डरपनि लाग्न छोड्यो।

सञ्चालकलाई घक्कु हानेर मनिचेन्जरको दस लाख लुटियो

जनकपुरको रेजा मनीचेन्जरबाट १० लाख लुटिएको छ।

दयाक्टर दुर्घटना-एकको मृत्यु

पूर्व क्षेत्रीय प्रहरी कार्यालय विराटनगरका अनुसार कोत १२६२ नम्बरको दयाक्टरका सहचालक मोरङ बाहुनी- ४ बस्ने ३५ वर्षीय दिनेश ऋषिदेवको दयाक्टरबाट लडी घाइते भएकामा उपचारको क्रममा कोसी अञ्चल अस्पतालमा मृत्यु भएको हो।

पौडी खेल्ने क्रममा खोलामा डुबेर दाजुबहिनीको मृत्यु

नवलपरासीमा पौडी खेल्ने क्रममा खोलामा डुबेर दाजुबहिनीको मृत्युभएको छ। नवलपरासी कावासोती- ८ सीता गाउँ निवासी ९ वर्षीय अभिषेक महतो र ४ वर्षीया महिमा महतोको बाडखोलामा पौडी खेल्ने क्रममा मृत्यु भएको इलाका प्रहरी कार्यालय कावासोतीले जनाएको छ।

मानव बेचबिखनमा संलग्न ५ पक्राउ

विर्तामोडको कस्तुरी होटल एण्ड लज परीसरमा संकास्पद अवस्थामा रहेका ५ महिलाहरूलाई प्रहरीले बिहीबार साँझ नियन्त्रणमा लिएर कैद गरेको थियो। उनिहरूले आफूहरू कवैत जान

## ANNEX IV: MEDIA COVERAGE

### 2. Sarokar News (Disability News Online)

Link to the news: <http://www.sarokar.com.np/?p=1449>

**अपांगता सरोकार**  
www.sarokar.com.np

मुख पृष्ठ    हाम्रो बारे (About US)    विशेष लेख: सेवा नगरीको देश    अपांगहरुका प्रेरणा    मेरुदण्डको घोट

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### “Disability Awareness 101” Program Conducted

April 24, 2014

Kathmandu 24 April. A day long training program on disability awareness has been conducted in Kathmandu on April 23. Program titled- “Disability Awareness 101: How to include people with disabilities” was organized by a newly formed non-profit organization called Sangai Hami.

The lead trainer of the program was Ms. Paula Sotnik from University of Massachusetts, Boston and Mr. Sagar Prasai from Sangai Hami was co-trainer. Learners gained knowledge on different aspects of disability inclusion. Some of these aspects were- who people with disabilities are, what some of international laws and provisions says about disability, what inclusive infrastructure and programs are and how they can be included in different aspects of development with dignity.

At the end of the program, after presenting certificates to the participants, Ms. Susan Parker-Burns, Public Affairs Officer from US Embassy, Kathmandu said- these types of interactive program will help to develop an inclusive Nepal in future where people of all abilities have equal opportunities. One of the participant, Mr. Purushottam Adhikari, a medical student at Gandaki Medical College said they learnt very new subject in the program and is now committed toward including people with disabilities in all of the programs he organizes. Program was funded by US Embassy, Kathmandu and technical assistance was provided by University of Massachusetts, Boston. 34 people from various fields like doctors, nurses, engineers, architect, business employees, teacher and students had participated as learners in the program.



Participants sharing ideas.



Ms. Susan Parker-Burns, Public Affairs Officer from US Embassy and Ms. Paula Sotnik from University of Massachusetts, Boston distributing Certificates.

**सरोकार**  
www.sarokar.com.np

☛ LIRR supervisor sentenced to 18 months in disability scam - Newsday

☛ Disability doesn't hold back veteran - GoDanRiver.com

☛ Commission told Franklin County Jail guard not fired for disability - Morning Sentinel

☛ Why I Bought Long-Term Disability Insurance - Huffington Post

☛ EEOC Wants Ideas on How to Improve Federal Hiring of Disabled People - GovExec.com

**BLOGROLL**

☛ <http://youtu.be/xjMfcNi4gfQ>

☛ मेरुदण्डको घोटबारे जानकारी

**EXTERNAL SITES**

☛ Disability Access on BBC

☛ Disability blog on BBC's Ouch

☛ Disability News around the world

☛ DISABILITY NEPAL

☛ स्थानम्बन जीवनपद्धति केन्द्र

## ANNEX IV: MEDIA COVERAGE

### 3. Republica OPED (written by one of the participant about the things he learnt)

Link to the news:

[http://www.myrepublica.com/portal/index.php?action=news\\_details&news\\_id=74700](http://www.myrepublica.com/portal/index.php?action=news_details&news_id=74700)

op-ed | 09

### Include them

A person using wheelchair is not given job just because s/he is disabled



Dwaipayan Regmi

Disability is a long term physical or mental 'impairment' that substantially limits one or more life activities of a person. One billion persons with disabilities in the world face physical, social, economic and attitudinal barriers that exclude their participation as equal member of the society. The sad fact is people with disabilities are world's poorest people. They lack equal access to basic resources such as education, employment, and health-care along with social and legal support systems.

Let's imagine a situation. In a policy-level meeting a man using wheelchair is invited in the name of inclusion. He may need to go to the toilet but the door is less than 20 inch wide. Due to it he could not answer the call of nature. Even if fortunately he gets in, the height of the urinal creates trouble for him. The only option for him would be to rush home ignoring the meeting's agenda.

By creating this scenario, I'm trying to make people understand that we lack disable-friendly environment and infrastructure. The infrastructure is rarely built considering people with disabilities. How many disable

disabilities in almost all social activities. For example, a person using a wheelchair won't get access to Movie Theater and s/he won't get to see live match in the stadium. Famous disables like Stephen Hawking, Stevie Wonder or Frida Kahlo have shown their mettle to the world. Disabled friendly environment promotes them, supports them and motivates them to work their best. Basically, educational institution needs to be accessible for people with disabilities. Building ramps would be easy for people using wheelchair and plain roads would be easy for visually impaired person. Lack of these basic things proves the building disabled rather than a person. Accessible toilets and roads need to be built for disables.

Even developed countries have failed to include disables in a meaningful way. It is too ideal to expect the same in our context. It takes time to change. Things would fall into place for disables only when the "normal" people's perception towards them changes. When everyone understands that ramps are not just for the person using wheelchair but even for able-bodied to carry suitcases, infrastructures would get modified. It is not just in hospital that we require ramps; we need them in shopping malls, educational institutes and every public place.

Modification takes time and budget but acceptance requires only vision. Only when employer visualizes the capability in a disabled employee, s/he will be accepted. There is no reason to reject visually impaired person for

#### PERSONS WITH DISABILITIES



students do we see in our class? Does this not indicate that disables are not excluded?

Disables have minimum access to a lot of things. A person using wheelchair can easily handle phone calls, perform computer operations but s/he is not given the job just because s/he is disabled. Before hiring an employee there is a trend of condescendingly enquiring, 'Are you disabled?' Employers never ask, 'How can we support you on your job once you are employed?' There are people with stumps who can type fast and write well with leg. Their abilities are, however, never considered. So far, Nepali society has failed to include people with

telephone handling task or a person using wheelchair for a receptionist. Employers should not get shocked seeing a disabled facing an interview.

At the individual level, use of correct language is best way to support disables. Always asking if they require help is best way to support them without being too officious. Let us invite disables to our work in our team and let them live with dignity. Let us include them!

*The author is a management student and likes to write on social and cultural issues*

*dwaipayan.regmi@gmail.com*



## ANNEX V: PROGRAM PHOTOS

### Annex V: Program photos



Workshop room full view



Participants of the training

## ANNEX V: PROGRAM PHOTOS



Participants presenting their final output of the group activity



Ms. Susan Parker Burns from the US Embassy, Kathmandu checking on the participants while they are doing final group activity

## ANNEX V: PROGRAM PHOTOS



Participants presenting their final output of the group activity



Ms. Susan Parker-Burns is distributing certificate of completion to the participants. Also seen in the picture are lead trainer Ms. Paula Sotnik from UMass and Sagar Prasai from Sangai Hami



# ANNEX VI: PROGRAM AGENDA

## ANNEX VI: Program Agenda

### How to Include People with Disabilities: Disability Awareness 101

Kathmandu, Nepal  
April 23, 2014

#### Agenda

11:00 a.m. - 11:30 a.m.	Registration and tea
11:30 a.m. - 11:40 a.m.	Official Opening of the Workshop
11:40 a.m. - 1:00 p.m.	Welcome and Introductions  Overview and Goals of the Day  Who Are People with Disabilities?  What is Our Vision for Full Inclusion?  Disability Awareness – the Basics <ul style="list-style-type: none"><li>- Legislation, Definitions, Communication and Etiquette</li><li>- Small group activity</li></ul>
1:00 p.m. - 2:00 p.m.	Introduction to Accessibility, Accommodations and Universal Design  Inclusive Outreach and Recruitment
2:00 p.m. - 2:15 p.m.	Tea and Cookies Break
2:15 p.m. - 2:45 p.m.	Identifying the Resources for Further Assistance
2:45 p.m. - 3:30 p.m.	Small Group Activity – Case Studies Small Group Reports
3:30 p.m. - 3:45 p.m.	Reflection and Action Planning
3:45 p.m. - 4:00 p.m.	Evaluation, Celebration, Certificates of Completion & Closing
4:00 p.m. Onwards	Networking & High-tea (Refreshments, Snacks)

#### Organized by:



#### Supported by:



#### Technical Assistance by:



- More info on all of these organizations can be found at our website: [www.sangaihami.org](http://www.sangaihami.org)
- For any more queries or concerns, you can write to us at [mail@sangaihami.org](mailto:mail@sangaihami.org)





## CONTACT INFORMATION

### Contact Information

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[www.sangaihami.org](http://www.sangaihami.org)

